



EMPLOYMENT FOR ALL

RESOURCES AND STRATEGIES FOR ***INCLUSIVE*** SCHEDULE A HIRING



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TARGETED DISABILITIES INCLUDE:

Intellectual and
developmental
disabilities

Deafness/significant
impairment

Blindness/significant
impairment

Missing extremities

Partial or complete
paralysis

Epilepsy or other
seizure disorder

Significant
psychiatric disorder

Significant mobility
impairment

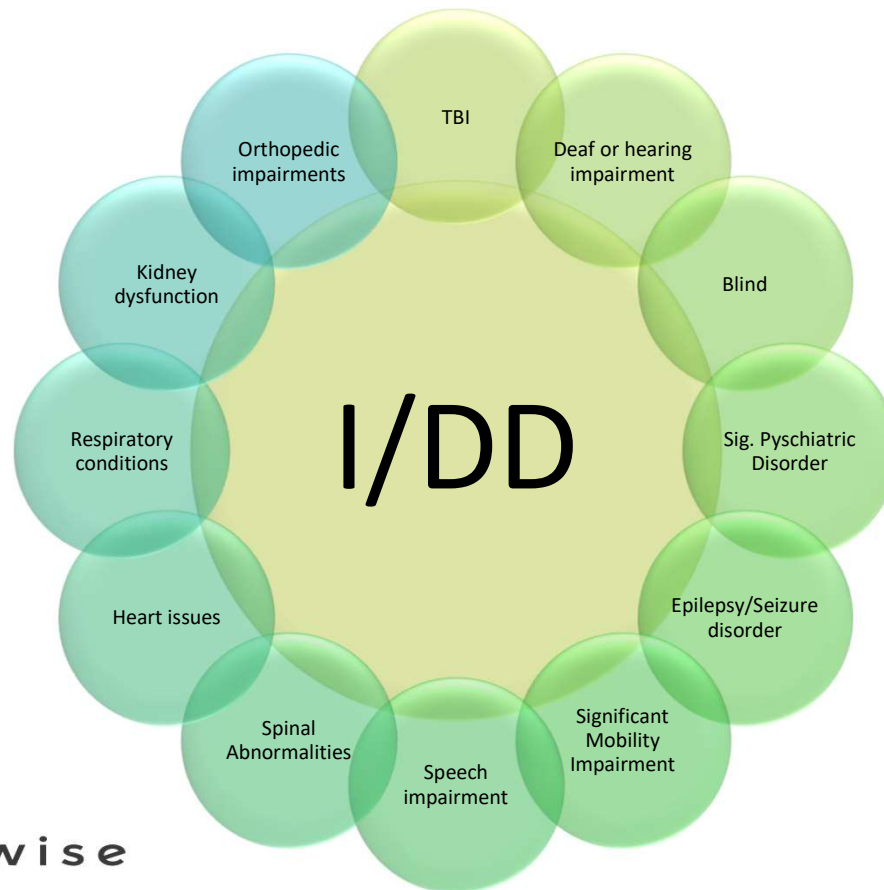
Significant
disfigurement

Traumatic brain
injury



Recent estimates of prevalence of I/DD are between 1.5 and 8 %

I/DD



A Developmental Disability:

- Originates before the individual attained age eighteen;
- Continues or can be expected to continue indefinitely, and
- Results in substantial limitations to an individual's intellectual and/or adaptive functioning.

A LARGELY UNTAPPED WORKFORCE

- **Labor Force Participation**

- 38% with a disability
- 77.1% without a disability

- **Unemployment Rate**

- 8.3% with a disability
- 3.2% without a disability

Participation Rate

Americans who are in the labor force

Unemployment Rate

Percentage within the labor force who are without a job.

THE EMPLOYMENT LANDSCAPE FOR PEOPLE WITH I/DD

“While the jobless rate for those with disabilities is nearly twice that of the general population, those with IDD hover closer to 70% unemployment.”

Source: *What Your D&I Policy is Missing: Employing People with Intellectual and Developmental Disabilities (Institute for Corporate Productivity 2014)*



ABOUT SUPPORTED EMPLOYMENT

Supported Employment is about:

Addressing systemic barriers such as hiring processes, or practices which may be marginalizing

Crafting duties around an individual's interests, skills and needs

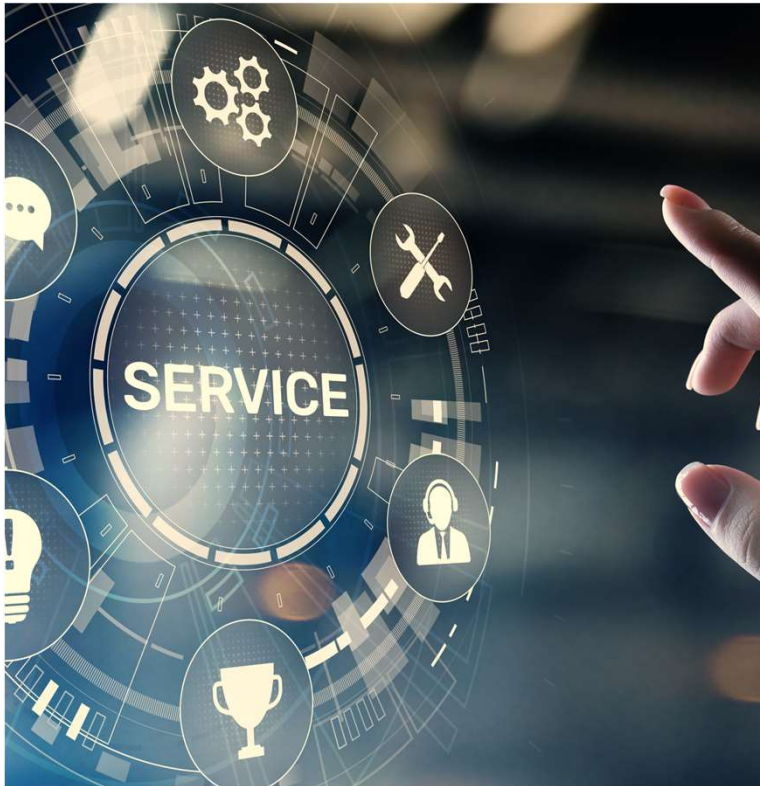
Providing training to the individual and those in the workplace to assure long term success

Creating jobs within the community in an integrated setting at a competitive wage

*Real Jobs for
Real Pay in the
Real World*



SERVICES TO SUPPORT EMPLOYERS



- **Awareness and Information Training for Hiring Managers and Staff**
- **Job Analysis**
- **Sourcing Candidates and Interview Support**
- **On-the-Job Training and Support**
- **Accessibility/Accommodation Development—Universal Design Concepts**

These services are provided free of charge to the employer through Development Disabilities funding, contracted with local experts in the field.

BASIC COMPONENTS

Job Development

- Defining job structure, tasks, and hours
- Providing information to department managers and staff about supported employment

Candidate Sourcing

- Distribution of job announcements
- Screening of candidates
- Support during hiring process

Initial and Long-Term Training

- Quality support, mentoring and job coaching
- Tools and technical assistance to support the department manager, supervisors and co-workers, as well as the supported employee

Quality Assurance and Program Leadership

- Regular evaluations and reporting on the success of the program
- Regular feedback to the Leadership
- Goal tracking and setting for long-term growth and success of program

APPROACHES TO JOB DEVELOPMENT



Generalized Job Dev.	Individual Customized Job Dev.	Reverse Customized Job Dev.
Job is available, individual who fits the job applies	Individual is identified job is created starting with the needs of the individual and creating tasks that meet the needs of the employer as well	Job is created with flexibility in duties, individuals apply, job is customized around selected individual

In an inclusive employment-for-all approach, all three models may be utilized

SUPPORTED EMPLOYMENT: A WIN-WIN

Impact	Supported Employees	Employer
Increase	<ul style="list-style-type: none">• Confidence• Status/Autonomy• Skills• Economic Benefit• Contribution	<ul style="list-style-type: none">• Diversity• Inclusion• Productivity• Efficiency• Morale
Decrease	<ul style="list-style-type: none">• Isolation• Poverty• Public Assistance	<ul style="list-style-type: none">• Turn-over• Stigma• Inefficiencies

MEASURES OF SUCCESS



SCHEDULE A HIRING EXCEPTED AUTHORITIES

- **Schedule A, 5 CFR 213.3102(u), for hiring people with severe physical disabilities, psychiatric disabilities, and intellectual disabilities:** Used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities. Such individuals may qualify for conversion to permanent status after two years of satisfactory service.
- **Schedule A, 5 CFR 213.3102(II) for hiring readers, interpreters, and personal assistants:** Used to appoint readers, interpreters, and personal assistants for employees with severe disabilities as reasonable accommodations.

SUPPORTED EMPLOYMENT CONTACTS

King County

[https://kingcounty.gov/depts/comm
unity-human-
services/developmental-
disabilities/services/employment.as
px](https://kingcounty.gov/depts/community-human-services/developmental-disabilities/services/employment.aspx)

Susy Stremel: 206-263-9046

Pierce County

[https://www.piercecountywa.gov/47
95/Adult-Services](https://www.piercecountywa.gov/4795/Adult-Services)

Tara Zink: 253-208-0620

Snohomish County

[https://www.snohomishcountywa.g
ov/6026/Employment-Providers](https://www.snohomishcountywa.gov/6026/Employment-Providers)

Tamra Bradford: 425-388-7208,

IT'S UNIVERSAL!



By considering the diverse needs and abilities of all throughout the design process, universal design involves products, services and environments that meet a wider array of needs.

“The diversity of our workforce and inclusion of talented people from different backgrounds is the fuel that keeps the engines of innovation and growth running. This is essential to our long-term success. In order to build the best products for everyone, we need to have a diverse and inclusive workforce across all abilities.”

— Microsoft